

CLEMSON UNIVERSITY STAFF SENATE
September 9, 2014, 10:30 AM, Madren Conference Center

Agenda

- 1. Approval of Minutes**
- 2. Special Order of the Day:** Leon Wiles, Chief Diversity Officer: Diversity and Inclusive Excellence Month
- 3. Open Commentary**
- 4. President's Reports**
 - A. Other:**
 - 1. Administrative Council**, John Mueller for Michelle Piekutowski.
 - 2. Human Resources**, John Mueller.
 - 3. Legislative Update**, Angela Nixon.
- 5. Treasurer's Report**, Julie Jones. Julie Jones. Funds remaining in the operating budget as of September 8, 2014: (a) Vending: \$9,154.04; (b) Staff Senate funds: \$3,092.68; (c) Travel: \$450.00; (d) SDP: \$13,354.74.
- 6. Committee Reports**
 - A. Standing Committees**
 - 1. Activities**, Tina White.
 - 2. Communications**, Angela Nixon.
 - 3. Membership**, Deveraux Williams. 1) Nominations are being accepted for Secretary for the remainder of 2014-2015. Nominations will close at the beginning of the Senate meeting on September 9th.
 - 4. Policy and Welfare**, Terri Vaughan.
 - 5. Scholarship**, Leslie Doss. Members of the joint committee met September 4th to work on details of the Clemson Z Run. PTRM students are also collaborating on the event. In addition to the zombie run, the event will have live bands, fun zone, and vendors.
 - B. University Committees**
 - 1. Joint City University Advisory Board, Julia Lusk.** The 3rd Annual Team up for Clemson Regatta has been confirmed. It will be held Saturday, November 8th. I do hope Staff Senate will join the race by gathering together a six-member team. Contact Julia Lusk, mcbride@clemson.edu for more details.
 - 2. Safety Council, Anne Cummings.** September is Campus Safety Awareness Month <http://www.clemson.edu/cusafety/>
 - 3. Other Reports**
- 7. Unfinished Business:** None.
- 8. New Business**
 - A. Parking Concerns/Issues**, Shelly Geer.
 - B. State Outreach** – The Executive Committee of the Staff Senate will be hosting several open forums throughout the state for staff members. The first forum is scheduled for Wednesday, September 17, from 9-10 a.m. in the AT&T Auditorium. The Auditorium is located in the Campbell Graduate Engineering Center on the CU-ICAR Campus in Greenville. Senate leadership will be highlighting and discussing priorities for the year. The goal is to connect with off-campus employees who face unique challenges and issues in comparison to those working directly on Clemson's campus.

- C. Development Opportunity** – Senators are invited to attend a Brown Bag Lunch workshop presented by Tom Ward: Managing Inevitable Conflict Associated with Organizational Change. The workshop is Friday, September 19, noon until 1 p.m., Room 118 of the Academic Success Center. RSVP to Karon Donald (karond@clemson.edu) and Alex Foster (aaf@g.clemson.edu) by Wednesday, September 10th at 4:30 p.m. Light refreshments will be provided.
- D. Benefits Fair** – The 2014 Clemson University Benefits Fair, sponsored by the Office of Human Resources, will be held on October 2nd at the Fike Recreation Center from 9 a.m. to 1 p.m. The Senate has registered a booth. The booth will promote the scholarship fund, Clemson Z Run, and Staff Senate Homecoming Tailgate.
- E. Staff Senate Homecoming Tailgate** – Space has been reserved at Fike for a staff tailgate on October 25th. More information to follow.

9. Announcements

- A.** Congratulations to Ronnie Chrestman and Tammy Morton on winning 2 tickets each to last weekend's Clemson Tiger Football game vs. SC State! Ronnie and Tammy were randomly selected out of nearly 300 employees who have generously donated to the Staff Senate Scholarship Fund.

10. Adjournment

Next Meeting: Tuesday, October 14, 2014, 10:30 a.m., Madren Conference Center

CLEMSON UNIVERSITY STAFF SENATE
September 9, 2014, 10:30 AM, Madren Conference Center

Minutes

Members Present: Phillip Addington, Roberta Balliet, Matt Bundrick, Laura Clay, Anne Cummings, Leslie Doss, Linda Galloway, Shelly Geer, Shirley Hagood, Jessica Holbrooks, Adam Hunter, Julie Jones, Jeff Kallin, Jan Lay, Julia Lusk, Rusty McDonald, Amanda Menefee, Aubrey Miller, Angela Nixon, Judy Pruitt, Sarah Reeves, Andy Riggins, Lavonne Sloop, Chris Sober, Kari Tankersley, Judy Tribble, Rebecca Trutwin, Terri Vaughan, Hagan Walker (conference call), Tom Warnock, Gail Winchester, and Deveraux Williams

Members Absent: Brandie Bargeloh, Mac Bevill, Meredith Driver, Debra Goss, Wendy Howard, Billy Hunt, Jeff Leyh, Herb Parham, Bindu Rangaraju, Tom Taylor, Joey Thames, Erin Thomas, and Tina White

Guests Present: Betty Alexander, John Mueller, Melissa Roberts, Tom Ward, and Leon Wiles

President Matt Bundrick welcomed guests and called the meeting to order.

1. **Approval of Minutes:** Chris Sober moved to approve the minutes of the August 12, 2014 Staff Senate meeting with one correction. Kari Tankersley seconded the motion and the vote was unanimous. The minutes were approved.
2. **Special Order of the Day:** Leon Wiles, Chief Diversity Officer, presented information about Diversity and Inclusive Excellence Month in October. The goal of Diversity and Inclusive Excellence Month is to highlight and celebrate the diverse cultures and people represented within the Clemson campus community. Programs and events are scheduled during the month (Attachment A). Additionally, nominations will be accepted for a new Diversity and Inclusive Excellence Award. The award recipient will receive \$500 and a plaque.
3. **President's Reports** – Matt Bundrick reported that Clemson University reached the goal of becoming a top 20 national public university. Clemson is ranked 20th by U.S. News and World Report. Bundrick stated that staff played a key role in the university achieving this top 20 ranking.
 - A. **Other:**
 1. **Human Resources,** John Mueller. 1) The Benefits Fair is October 2, 9am-1pm, at Fike Recreation Center. 2) Deer Oaks is offering a seminar for supervisors on 9/15 and a live chat on 9/17. The chat is titled “The Sandwich Generation” which discusses caring for both younger and older generations. Contact a HR liaison for additional information.
4. **Treasurer's Report,** Julie Jones. Funds remaining in the operating budget as of September 8, 2014: (a) Vending: \$9,154.04; (b) Staff Senate funds: \$3,092.68; (c) Travel: \$450.00; (d) SDP: \$13,354.74.
5. **Committee Reports**
 - A. **Standing Committees**
 1. **Activities,** Tina White. Activities collected change from Senators to benefit Golden Harvest Food Bank.
 2. **Communications,** Angela Nixon. The Senate will have a booth at the Benefits Fair. The booth will highlight the Staff Senate Scholarship Fund (Clemson Z Run, scholarship recipients, and payroll deduction). Look for additional information regarding volunteer opportunities.
 3. **Membership,** Deveraux Williams. Nominations were accepted for Secretary for the remainder of 2014-2015. One nomination was received for Terri Vaughan (Advancement).

Deveraux Williams moved to appoint Terri Vaughan as Secretary of the Staff Senate. Jan Lay seconded the motion and the vote was unanimous.

4. **Policy and Welfare**, Terri Vaughan. The committee is working to extend the \$5 employee lunches offered by Dining Services in Harcombe to other dining halls and issues related to motorcycle permits. Additionally, P&W received a request to pursue changing the holiday calendar. The request is to replace spring and fall break with two optional holidays. The holiday calendar currently revolves around the academic calendar and the academic calendar is not relevant to the work schedule of non-academic units. Many Clemson employees work in non-academic units. Julia moved that the Staff Senate recommend to Human Resources (HR) and the Administrative Council (AC) that staff be awarded 2 additional optional holidays in lieu of spring and fall break holidays. Chris Sober seconded the motion. During discussion it was brought to the attention of Senators that legislation mandates that state supported colleges be closed on Election Day in general election years. Kari Tankersley moved to amend the motion to award 2 additional optional holidays in lieu of spring and fall break in odd years and 1 additional option holiday in lieu of spring break in even numbered years. Chris Sober seconded the motion and the vote was unanimous. P&W will draft a resolution to submit to HR and AC.
5. **Scholarship**, Leslie Doss. Members of the joint committee met September 4th to work on details of the Clemson Z Run. PRTM students are also collaborating on the event. In addition to the zombie run, the event will have live bands, fun zone, and vendors.

B. University Committees

1. **Joint City University Advisory Board, Julia Lusk**. The 3rd Annual Team up for Clemson Regatta has been confirmed. It will be held Saturday, November 8th. Contact Julia Lusk, mcbride@clemson.edu for more details.
2. **Safety Council, Anne Cummings**. September is Campus Safety Awareness Month <http://www.clemson.edu/cusafety/>.

6. Unfinished Business: None.

7. New Business

- A. **Parking Concerns/Issues** – Shelly Geer discussed increased concerns about decreased number of staff and visitor spaces on campus. Policy and Welfare will talk with Parking and Transportation Services regarding these concerns.
- B. **State Outreach** – The Executive Committee of the Staff Senate will be hosting several open forums throughout the state for staff members. The first forum is scheduled for Wednesday, September 17, from 9-10 a.m. in the AT&T Auditorium. The Auditorium is located in the Campbell Graduate Engineering Center on the CU-ICAR Campus in Greenville. Senate leadership will be highlighting and discussing priorities for the year. The goal is to connect with off-campus employees who face unique challenges and issues in comparison to those working directly on Clemson's campus.
- C. **Development Opportunity** – Senators are invited to attend a Brown Bag Lunch workshop presented by Tom Ward: Managing Inevitable Conflict Associated with Organizational Change.
- D. **Staff Senate Homecoming Tailgate** – Space has been reserved at Fike for a tailgate on October 25th. More information to follow.

8. Announcements

- A. Congratulations to Ronnie Chrestman and Tammy Morton on winning 2 tickets each to last weekend's Clemson Tiger Football game vs. SC State! Ronnie and Tammy were randomly selected out of nearly 300 employees who have generously donated to the Staff Senate Scholarship Fund.

9. Adjournment: There being no further business to discuss, the meeting adjourned.

Next Meeting: Tuesday, October 14, 2014, 10:30 a.m., Madren Conference Center

Clemson University
Diversity
and
Inclusive
Excellence Month



Sponsored by the Chief Diversity Office

The primary goal of the Diversity and Inclusive Excellence Month is to sponsor a series of activities and programs that underscore the importance and value of human diversity; fosters acceptance; promotes respect for all cultures and people and celebrates difference.

KEY OBJECTIVES

- Promote a greater sense of community by facilitating active, meaningful and respectful intercultural and interracial dialogue.
- Present and discuss inclusive practices that lead to an enhanced intellectual atmosphere that creates a safe space for the free exchange of beliefs, values and ideas.
- Equip university faculty, staff and students with the skills to identify and eliminate unconscious bias and blind spots.
- Celebrate the diverse cultures and people that are represented within the Clemson campus community.

Clemson University Diversity and Inclusive Excellence Month

Schedule of Events

October 2, 2014

#IAMCLEMSON Project

Speaker: Carlos Robson & Bluz, spoken word poets

Location: Hendrix Student Center Ballroom B, 7:00 pm

October 8, 2014

Economic Empowerment: The Critical Need to Support Minority Businesses

Speaker: Maggie Anderson, Founder and CEO, The Empowerment Experiment (EE)

Location: Holmes Ballroom, 5:30 p.m.

October 9, 2014

Stolen Education – Film Screening and Panel Discussion

Speaker: Dr. Enrique Aleman, Jr.

Location: McKissick Theater, 5:30 p.m.

October 16, 2014

Leveraging Clemson's Diversity to Enhance Campus Climate – Panel Discussion

Location: Holmes Ballroom, 4:30 p.m.

October 22, 2014

The Value of Inclusion in the Workplace and Society

Speaker: Steve Bucherati, Chief Diversity Officer, The Coca-Cola Company

Location: Madren Conference Ballroom, 11:30 a.m. – 1:00 p.m.

By Invitation Only

October 23, 2014

Using Inclusive Practices to Create a Productive Workplace Environment

Speaker: Charles Weathers, The Weathers Group

Location: Hendrix Peebles Room, 11:30 a.m. – 1:00 p.m.

October 26, 2014

Your Ticket to Celebrate Diversity & Inclusion

Speaker: Tod Ewing

Location: Hendrix, 4:00 p.m.

Tickets Required – Free tickets

October 28, 2014

Understanding and Managing Differences in the Workplace

Speaker: Kimberly Reed

Location: Hendrix Peebles Room, 11:30 a.m. – 1:00 p.m.

Clemson University

**Diversity and Inclusive
Excellence Award**

The Chief Diversity Office has established a Diversity and Inclusive Excellence Award to recognize faculty, staff and students for displaying an exceptional commitment to fostering an environment in which diversity is understood, valued, respected and appreciated. This award will be presented annually to individuals who have made an outstanding contribution to creating an inclusive and welcoming community at Clemson University.

The Diversity and Inclusive Excellence Award will be based on contributions resulting in leadership, innovation, initiative, creativity, and success in furthering a diverse, impartial, and inclusive environment at Clemson University.

Questions?

For additional details visit the
Chief Diversity Office website
www.clemson.edu/diversityoffice

Clemson University Diversity and Inclusive Excellence Month

The goal of Diversity and Inclusive Excellence Month is to highlight and celebrate the diverse cultures and people represented within the Clemson campus community. During the month, a series of dynamic educational activities, programs and events is scheduled for faculty, staff and students.



CHIEF DIVERSITY OFFICE

For more information,
visit clemson.edu/diversityoffice.

October 2, 2014

#IAMCLEMSON Project, Slam Clemson

Speaker: Carlos Robson and Bluz, spoken word poets

Location: Hendrix Center, Ballroom B, 7 p.m.

Sponsor: Gantt Center for Student Life, Multicultural Programs and Services

October 8, 2014

Economic Empowerment: The Critical Need to Support Minority Businesses

Speaker: Maggie Anderson, founder and CEO, The Empowerment Experiment

Location: Clemson House, Holmes Ballroom, 5:30 p.m.

Sponsor: Chief Diversity Office

A reception follows.

October 9, 2014

***Stolen Education*— Film Screening and Panel Discussion**

Speaker: Enrique Aleman Jr., Ph.D.

Location: Hendrix Center, McKissick Theatre, 5:30 p.m.

Sponsor: Clemson University Latino Task Force

October 16, 2014

Leveraging Clemson's Diversity to Enhance Campus Climate — Panel Discussion

Location: Clemson House, Holmes Ballroom, 4:30 p.m.

Sponsor: Chief Diversity Office

A reception follows.

October 22, 2014

Luncheon by invitation only

The Value of Inclusion in the Workplace and Society

Speaker: Steve Bucherati, chief diversity officer, The Coca-Cola Co.

Location: Madren Conference Center, Ballroom, 11:30 a.m.–1 p.m.

Sponsor: Chief Diversity Office and Clemson Athletics

October 23, 2014

Using Inclusive Practices to Create a Productive Workplace Environment

Speaker: Charles Weathers, author and consultant, The Weathers Group

Location: Hendrix Center, Peebles Room, 11:30 a.m.–1 p.m.

Sponsor: Chief Diversity Office

Refreshments will be provided.

October 26, 2014

Your Ticket to Celebrate Diversity and Inclusion

Featuring music, discussion groups, a film screening and light refreshments

Speaker: Tod Ewing, consultant, International Multicultural Institute

Location: Hendrix Center, Peebles Room, 4 p.m.

Sponsor: University Housing and Dining

Free tickets. Contact Gary Gaulin at camden@clemson.edu.

October 28, 2014

Understanding and Managing Differences in the Workplace

Speaker: Kimberly Reed, managing partner and CEO, Reed Development Group LLC

Location: Hendrix Center, Peebles Room, 11:30 a.m.–1 p.m.

Sponsor: Chief Diversity Office

Refreshments will be provided.